

member board, I think it is five, yes, a five member board that has no per diem, no expenses. This is one of those very few times in which public service is really at a considerable expense. They have had an increasing load of grievances that they are supposed to hear, without pay if you will. And they are finding that these grievances are taking longer and longer and there are more of them. Now, they can get it down to where there is a quorum of three that can hear them, or they can take somebody, for example from the State Personnel Department who is a trained attorney, somebody who has helped draft the rules, can have that person as a hearing officer. The hearing officer makes a recommendation. The hearing officer hears the testimony, writes out a decision, the decision goes to the board for, in essence, an appeal or review. At that point the hearing officer does not vote, and the board would act as it would if it was hearing the appeal from a hearing officer. The hearing officer does make a recommendation. The recommendation can be accepted or it can be taken to the board.

SENATOR CHIZEK: Thank you.

SPEAKER BARRETT: Thank you. Senator Lamb, on the bill. While Senator Lamb is getting to his mike, the Chair is pleased to announce we have additional visitors in the south balcony. As guests of Senator Schellpeper, we have 40 women from the Cuming County Extension Group. Would you ladies please stand and be recognized by your Legislature. Thank you, come back and visit us again another day. Senator Lamb waives. We are back on the bill. Senator Landis, to close.

SENATOR LANDIS: There are those who think that the Legislature doesn't read these bills, and I am glad to see that we are hard at work this morning. Appreciate the questions, it tells me that people are interested in this and are going over it with a fine-tooth-comb. I think you will find that the bill will hold up as good policy. It saves money, and it does not affect the power relationships between labor or management. This isn't a management bill or a labor bill. It preserves the fulcrum of power and, in essence, is based on some good faith negotiation between Steve Torrence, in the Personnel Department, and NAPE. And I think it is an evenhanded measure that should wind up saving us some money and making our personnel system operate more efficiently. I would urge its adoption and advancement to E & R Initial.

SPEAKER BARRETT: You have heard the closing by Senator Landis.